

Success and Enterprise

The significance of employee ownership and participation

Edited by Roger Spear Henk Voets

Succeb And Enterprise The Significance Of Employee Ownership And Participation

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Success and Enterprise Roger Spear, H. J. L. Voets, 1995 This text takes a critical look at employee ownership human resource management and the recent changes in organizational practice and management theory. It examines how many of the ideas have developed and how they work out in practice. The authors compare experiences in several European countries but draw much of their evidence from an in depth sutdy of the 19 Dutch enterprises with high levels of employee ownership and or participation. These cases represent one end of the spectrum of enterprise initiatives for decentralization and empowerment. As such they provide an opportunity for exploring the limits and future trends of many current management ideas.

Organizational democracy, organizational participation, and employee ownership: Individual, organizational and societal outcomes. Wolfgang G. Weber, Thomas Faurholt Jønsson, Christine Unterrainer, 2023-04-05.

The Real World of Employee Ownership John Logue, Jacquelyn Yates, 2018-09-05 Using data from an extensive study of employee owned companies in Ohio where employee ownership is a well developed trend this book offers a strong empirical portrait of firms with Employee Stock Ownership Plans ESOPs It describes how these plans work and places their emergence and change in a historical context John Logue and Jacquelyn Yates examine firms that have succeeded in employee ownership and those with failed plans Some companies they find are committed to the concept of employee ownership and others merely use ESOPs as a financing tool Detailed information resulting from multiple surveys allows the authors to draw well grounded conclusions regarding the question of why some employee owned firms outperform others The bottom line they find is that employee owned firms that do it all implementing features such as employee participation and communication about finances training and cultural change systematically outperform their conventional competitors They also have an advantage over firms that understand employee ownership incompletely if it all and yet claim to adopt its methods Employee Relations International, 1996 *Employee Ownership and Employee Involvement at Work Daphne* Berry, Takao Kato, 2018-05-08 With a growing prominence of sophisticated econometric research in the field of New Economics of Participation NEP it is of particular value to learn about real world examples of participatory and labor managed firms in the advanced market economies through extensive case studies In this volume the authors present such case studies Workers' Financial Participation Daniel Vaughan-Whitehead, 1995 This work focuses on pay schemes which provide in addition to fixed pay a variable portion of remuneration linked to some measure of enterprise performance

Employee Ownership and Profit Sharing Joseph Blasi, Jonathan Michie, 2025-08-04 This book explores a quiet revolution reshaping global capitalism the rise of employee ownership worker cooperatives and profit sharing enterprises With 17% of US adult workers now holding equity in their companies a new Employee Ownership Trust EOT being established daily in the UK a mature sector thriving in France extensive tax incentives in Canada the continued development of several mature worker cooperative sectors worldwide such as Mondragon and interest in many other nations shared ownership is no longer

a fringe idea Authored by leading researchers this volume presents 16 studies on how equity and profit shares for workers operate exploring their impact on employees lives firm performance local communities the racial wealth gap and the determinants that drive success or failure in such enterprises This volume is one of the first to examine the emergence of businesses that share financial results with workers as a global phenomenon it positions this model as a significant development in postindustrial capitalism With a strong grounding in theory and a coherent conceptual framework to explain observed behaviors and responses of workers managers and firms this volume offers evidence based insights that should influence policy in countries around the world This book will be essential reading for scholars and students in economics sociology business public policy labor studies and organizational theory as well as for policymakers practitioners and advocates interested in building more equitable and resilient economies. The chapters in this book were first published in the International Review of Applied Economics Advisability of a Tax Reduction in 1980 Effective for 1981 United States. Congress. House. Committee on Ways and Means, 1981 Congressional Record United States. Congress, 1993 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873 **Employee Ownership on Hostile Takeovers** United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs, 1987

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